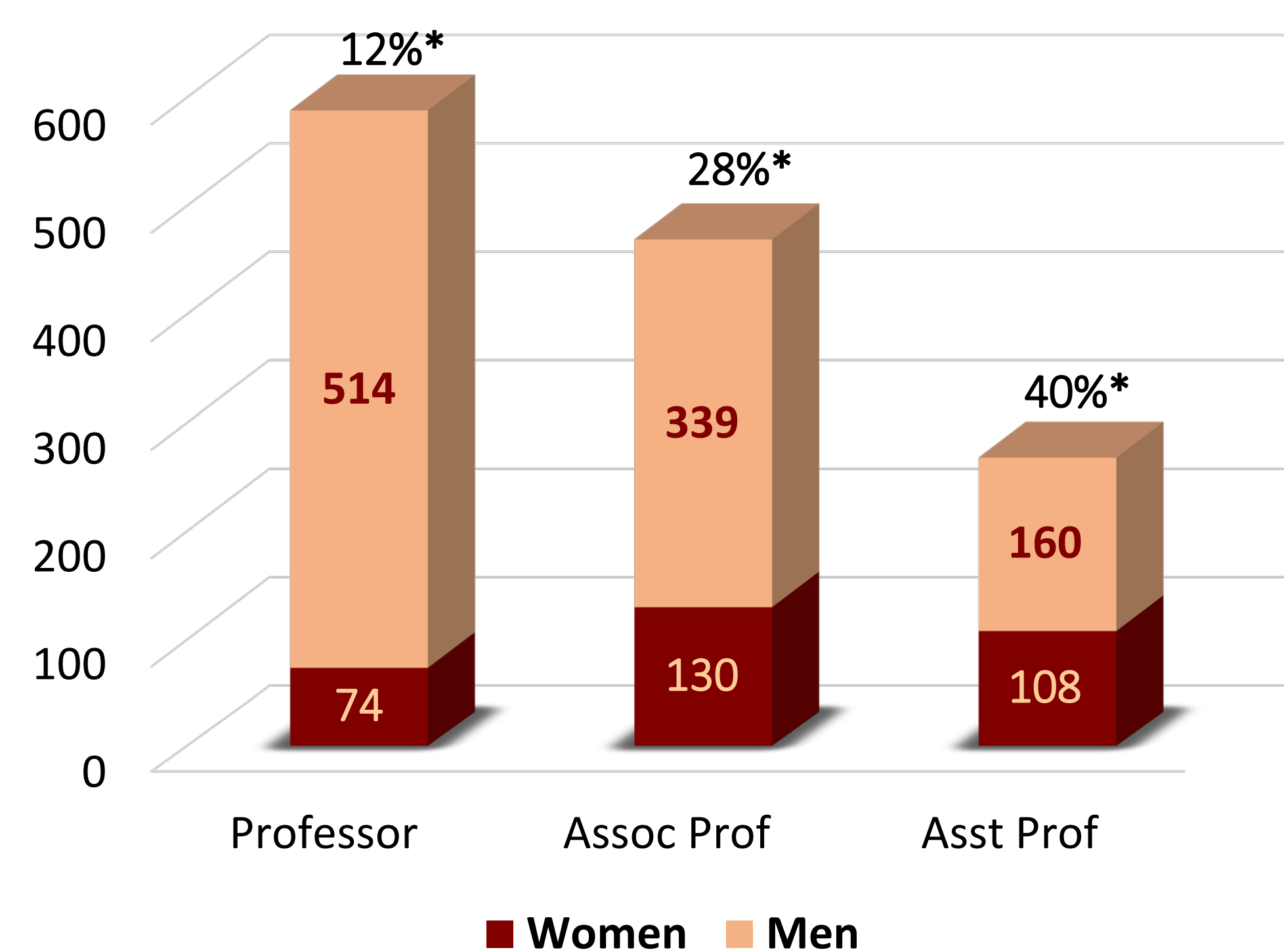


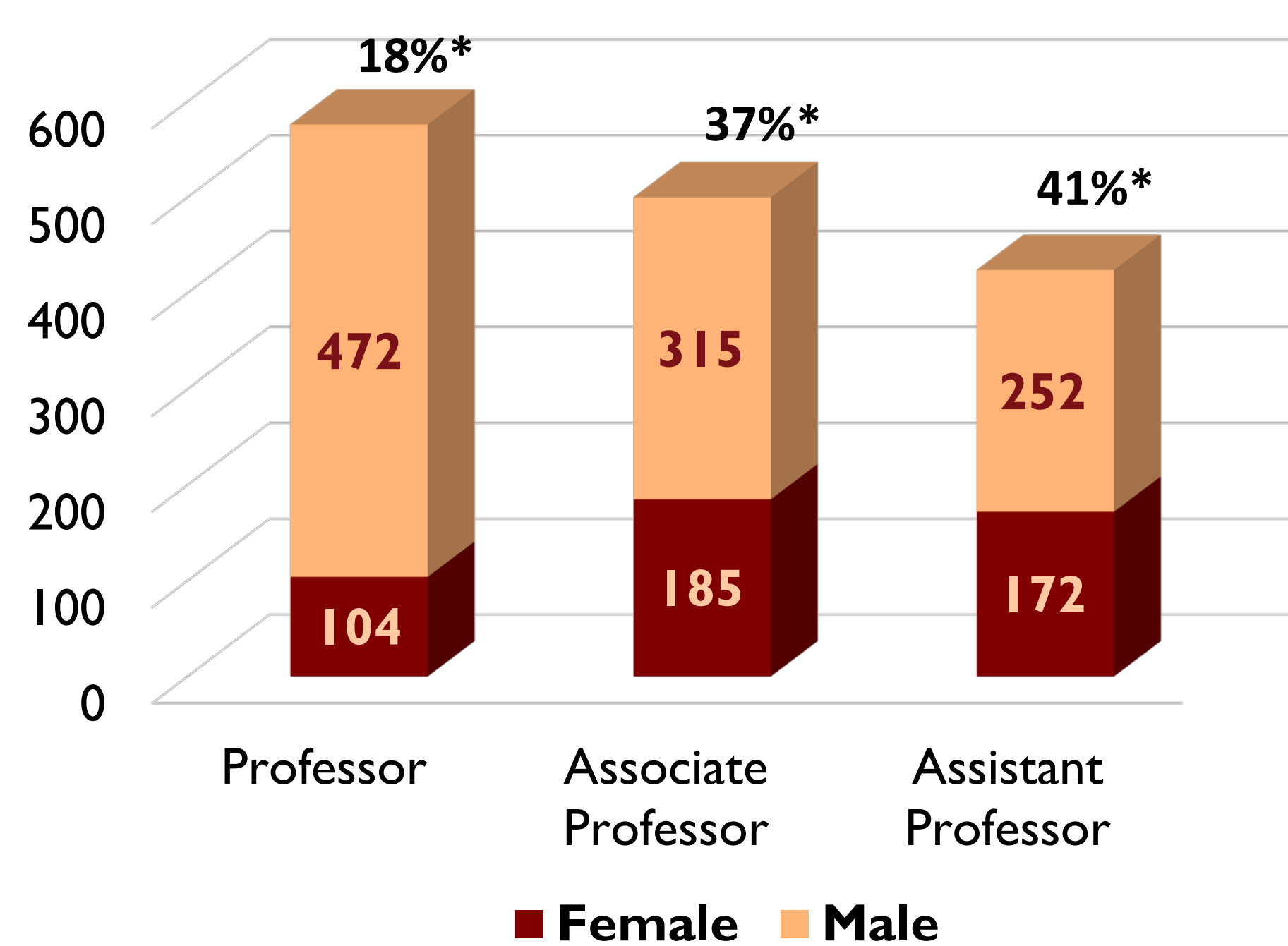
The mission of *AdvanceVT* is to assist Virginia Tech in preparing, recruiting, and retaining high quality and diverse faculty members. Initiated with support from the National Science Foundation to increase the participation and success of women faculty in science and engineering careers, *AdvanceVT* now operates out of the Office of the Executive Vice President and Provost, with support from many other units across the university.

AdvanceVT and the Office of Institutional Research and Effectiveness monitor and report on Virginia Tech's progress in recruiting, retaining, and advancing outstanding and diverse faculty members. This poster presents some indicators of change since the initiation of *AdvanceVT* in 2003.

Virginia Tech Faculty by Rank and Gender, 2005

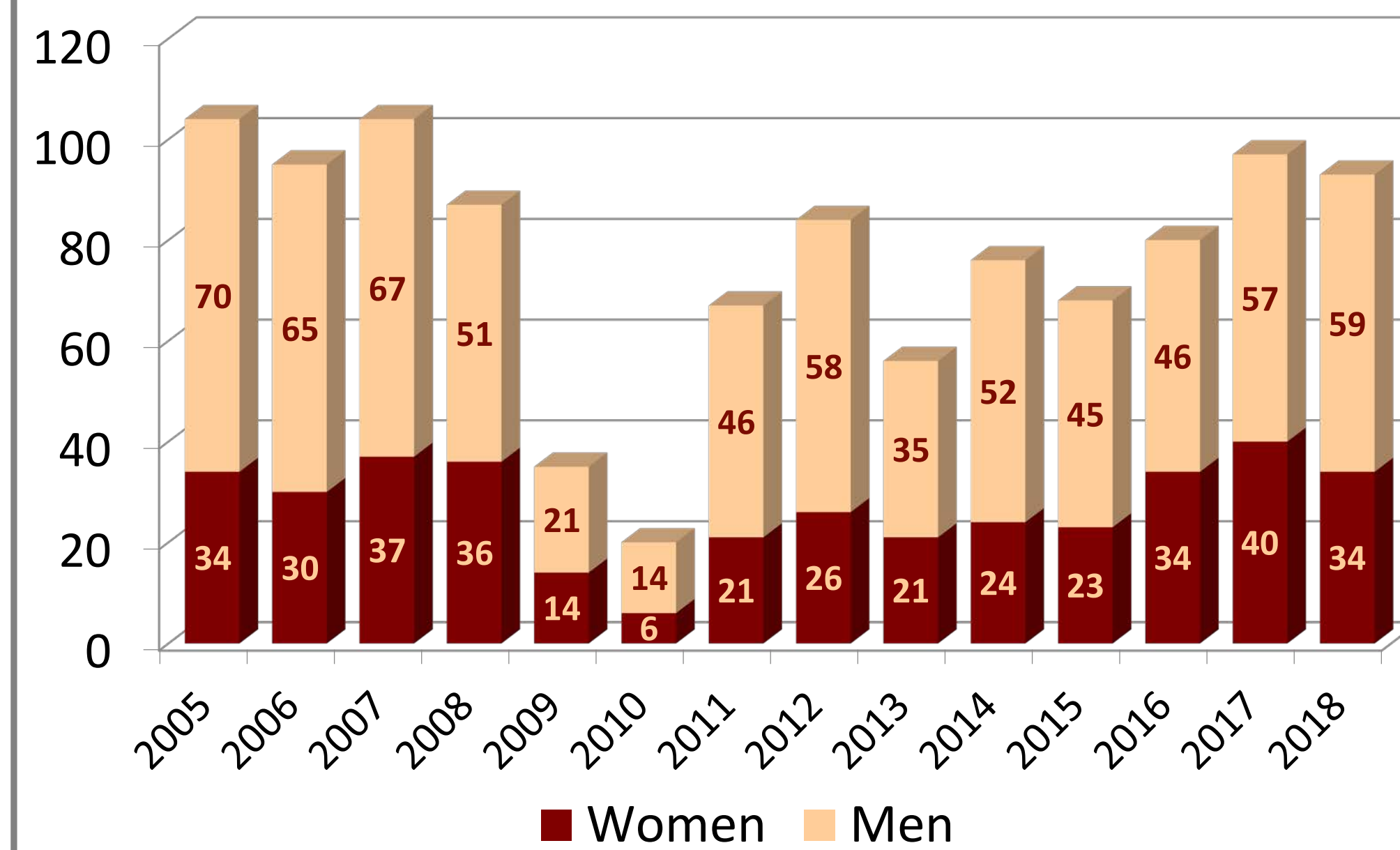


Virginia Tech Faculty by Rank and Gender, 2018



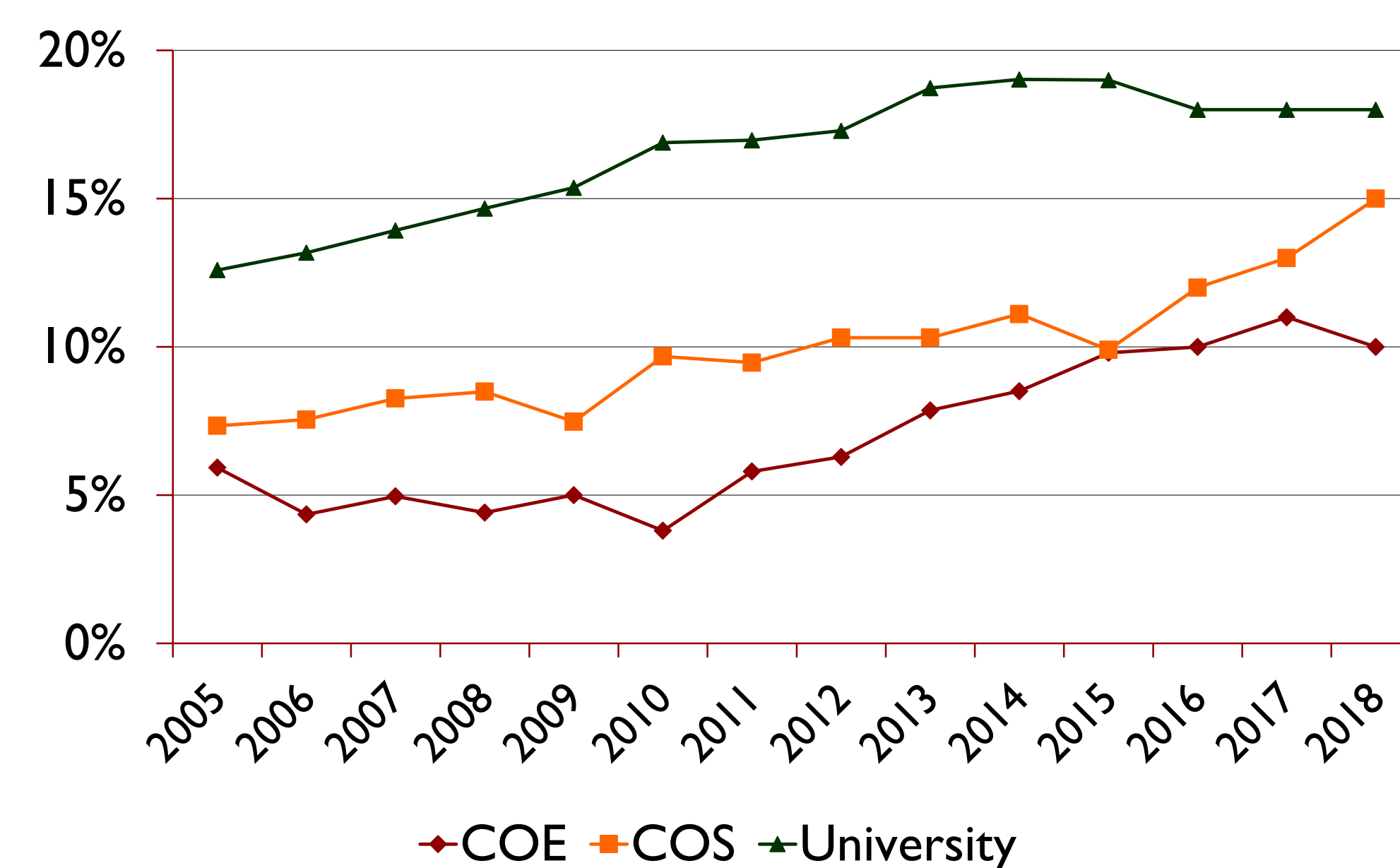
* Percent women

New Full-Time, Tenure-Track Faculty, 2005 – 2018



The number of new faculty hires has varied considerably from year to year, with the percentage of women ranging from 30% to 40%.

Women as % of Full Professors at Virginia Tech, 2005 – 2018

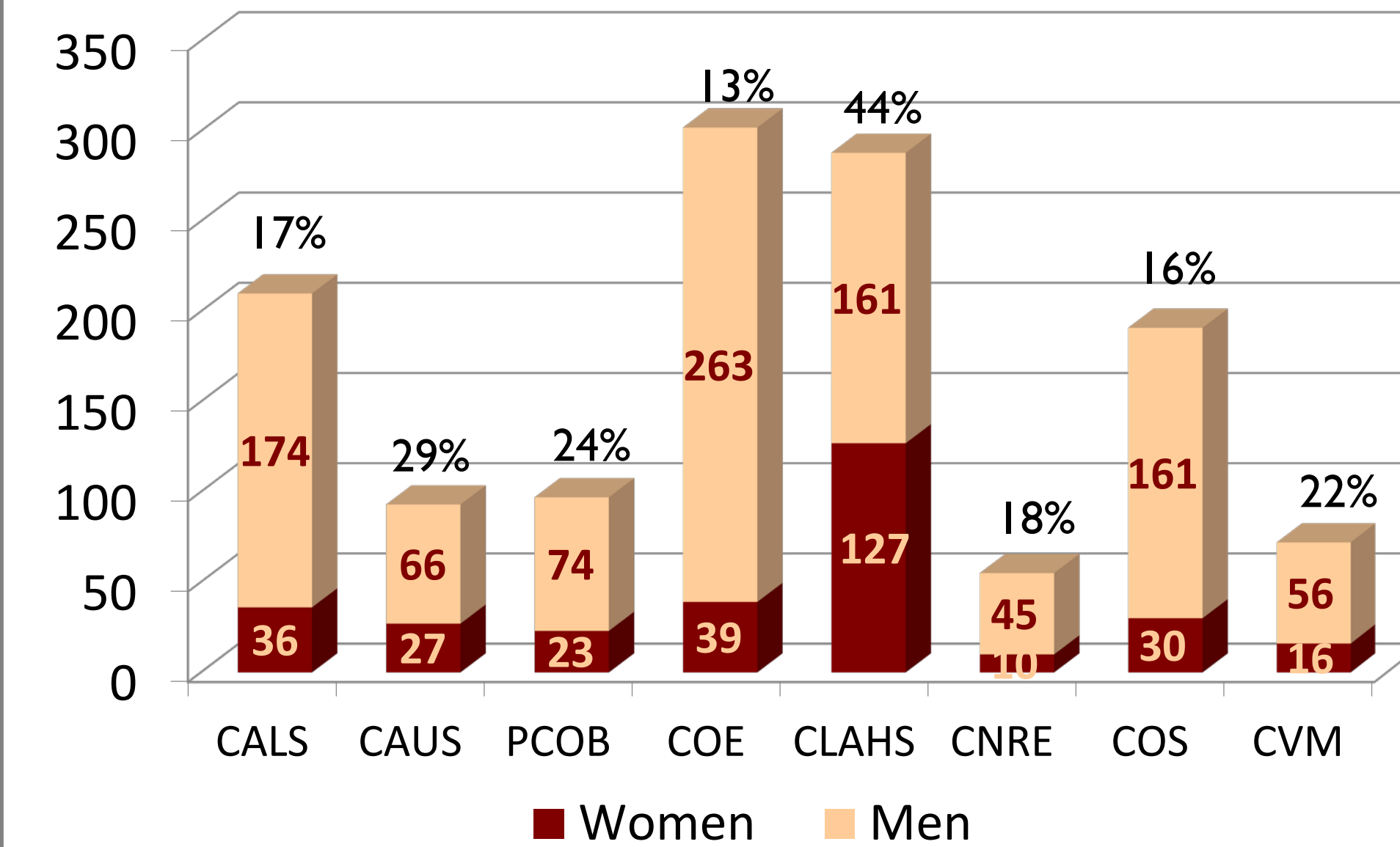


The number of women faculty at the rank of professor is important because those individuals form the primary pool of candidates for leadership positions and distinguished professorships.

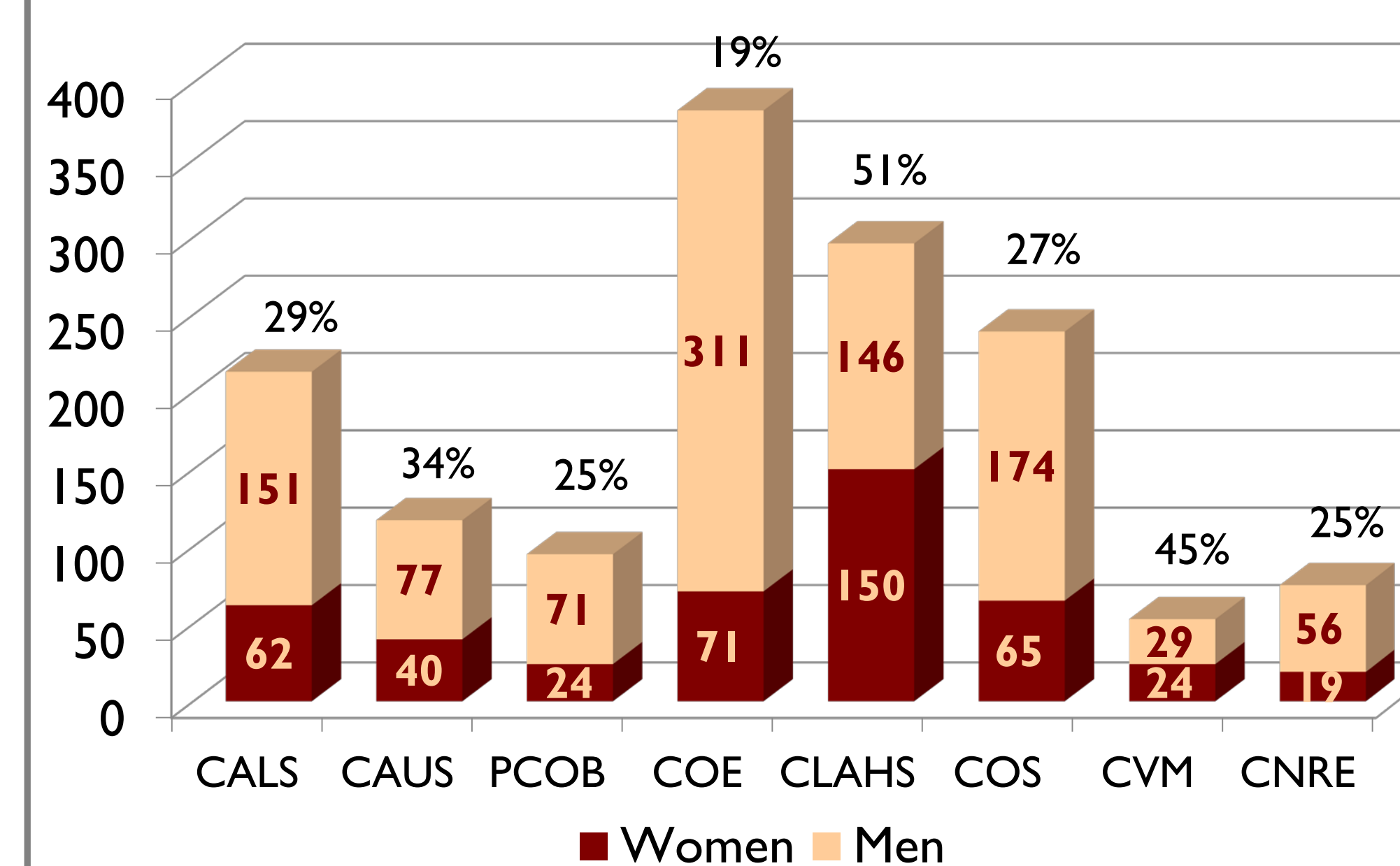
Distinguished Professors and Department Heads, 2004 and 2018

		2004-05	2018-19
Department Heads, School Directors, & Program Chairs	# women	8	21
	% women	12%	25%
Distinguished Professors (Endowed/ADP/UDP)	# women	7	36
	% women	6%	17%

Virginia Tech Faculty by College and Gender, 2005

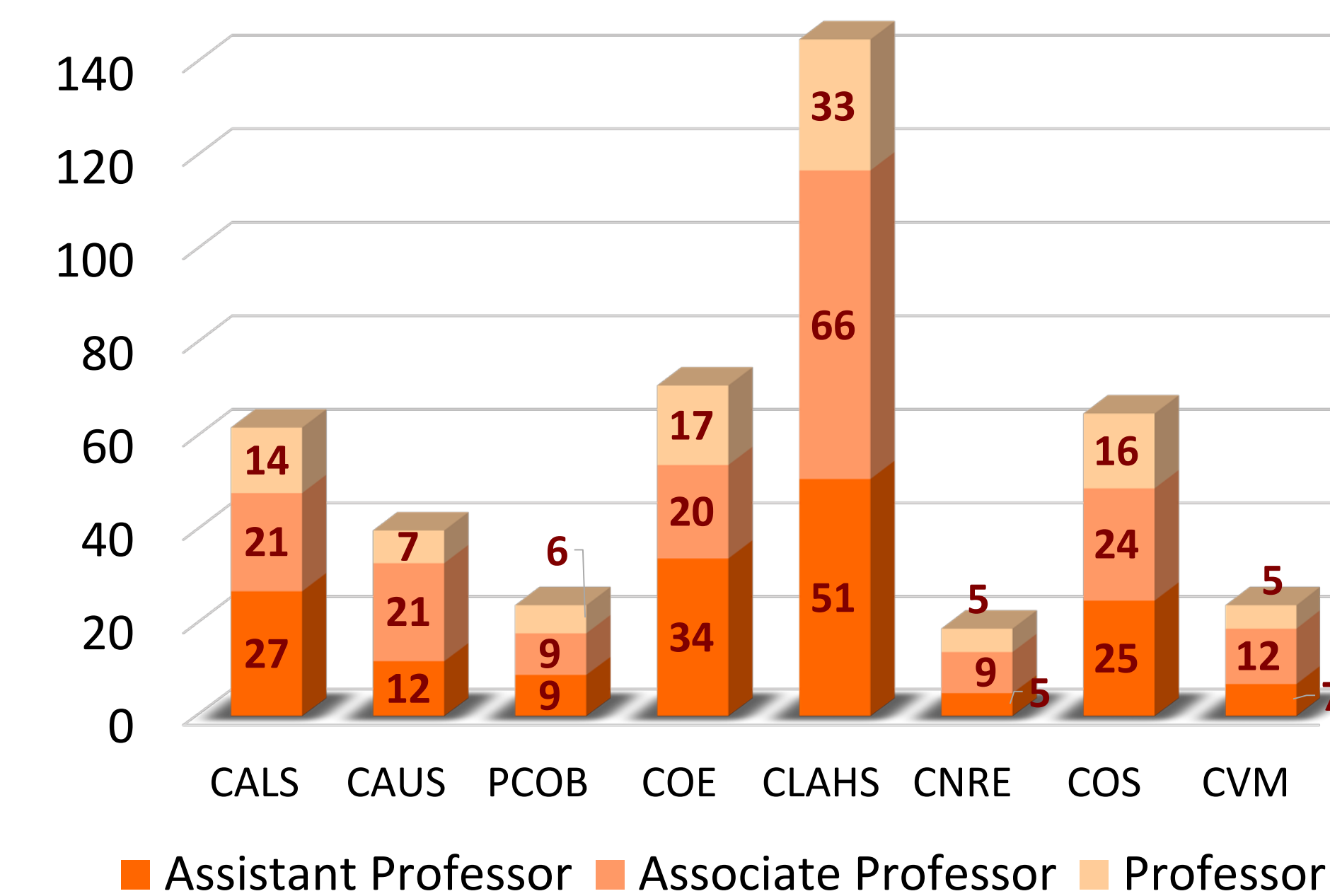


Virginia Tech Faculty by College and Gender, 2018

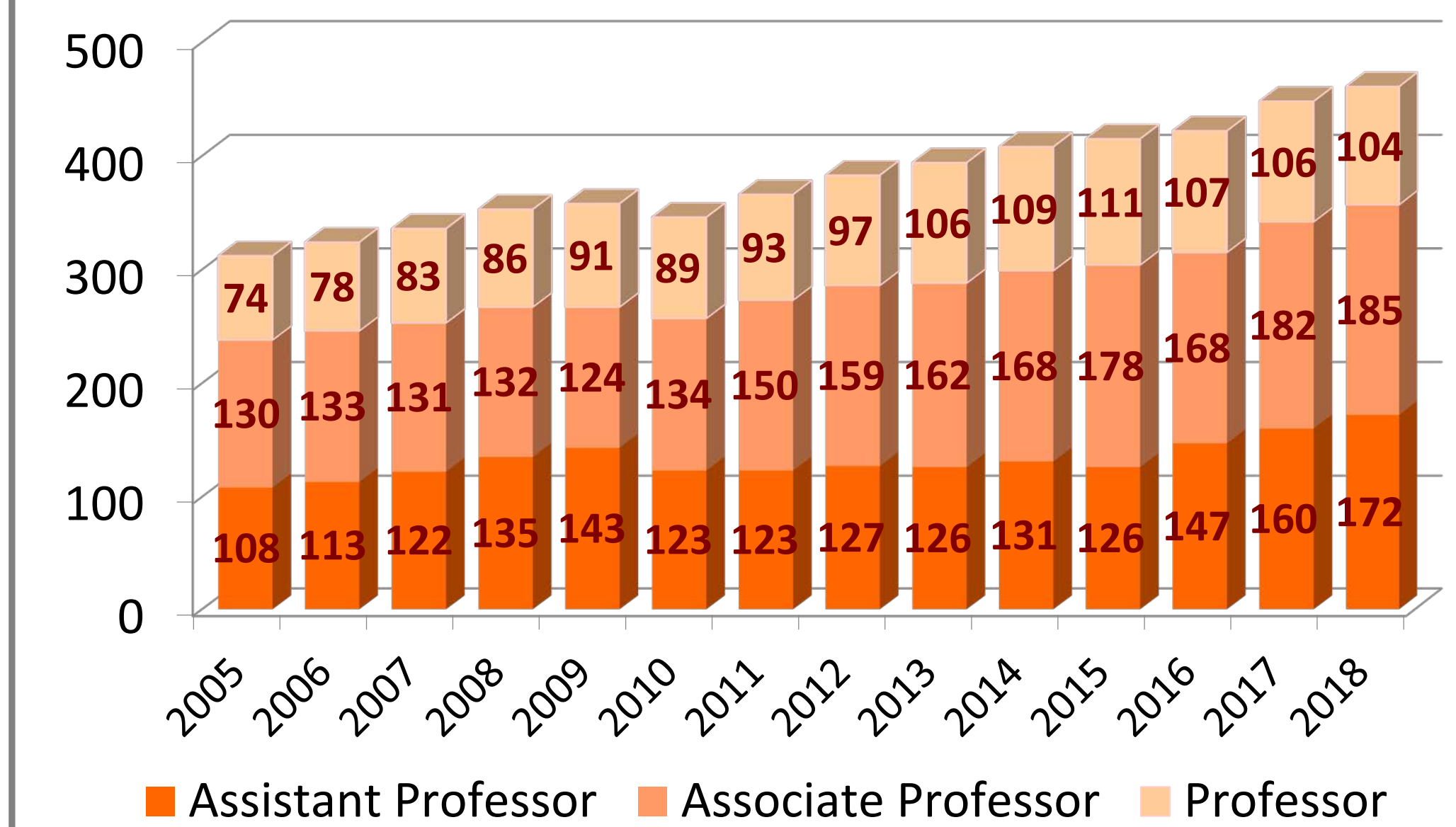


Women Faculty at Virginia Tech by College and Rank, Fall 2018

The largest cohort of women faculty is in the College of Liberal Arts and Human Sciences, with women making up 51% of the total faculty in that college. This corresponds with national averages for the disciplines represented in that college. In contrast, only 19% of the 382 tenured and tenure-track faculty in the College of Engineering are women, also comparable to national averages.



Tenured & Tenure-Track Women Faculty by Rank, 2005 – 2018



The number of women faculty has increased significantly over the past ten years, but the percentage of women has grown more slowly, from 24% in 2005 to 31% in 2018.

Women Faculty Nationwide and at Benchmark Institutions*

According to the NSF, in 2015 women made up the following percentages of faculty nationwide:

- Biological Sciences: 48%
- Physical Sciences: 28%
- Social Sciences: 52%
- Computer and Information Sciences: 25%
- Mathematical Sciences: 44%
- Engineering: 15%

Institution	Male Faculty	Female Faculty	% of Total
Michigan State	1617	1061	40%
University of Maryland	1124	679	38%
University of Illinois - Urbana	1411	837	37%
NC State	1130	605	35%
Virginia Tech	1170	574	33%
Purdue	1295	524	29%

*SCHEV approved peer institutions. Source: IPEDS 2016, Grand total instructional staff with faculty status

Acknowledgments
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